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OUTLINE FOR GENERAL COMMENT BY

Although we are somewhat unique among Federal agencies due to the DCI's special authority to hire and manage Agency personnel, we have essentially the same goals as other organizations in that we seek to maintain a high calibre work force with qualifications suited to our needs. Therefore, the principles of good management dictate that we behave not too differently from other Federal organizations in managing our people. Our staff personnel system is basically a career system in that we generally seek employees who offer potential for long service in the Agency.

Throughout these discussions we will be talking only about this group of staff employees who, for the most part, perform regular work assignments in our Headquarters and field installations.

Our staff employees are called upon to perform in a wide range of activities including all of the management support activities attendant to our operations.

We are characterized by internal compartmentation for security purposes which is sometimes quite severe. To illustrate, from time to time there may be relatively large and very significant elements of the Agency which are unknown to the rest of the Agency or, if known to exist, are not known to be a part of the Agency.

We are truly A-political. The nature of our mission demands strict objectivity and detachment of political influence.

Our personnel operations are dictated by the needs of the Agency. Employees are expected to serve when and wherever their services are needed. As a matter of policy, they are expected to retire at age 60 and they are subject to selection out.